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Conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice and the International Residual Mechanism for Criminal Tribunals, judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda

Report of the Secretary-General

I. Introduction

1. The General Assembly, in paragraph 10 of its resolution 65/258, decided to re-establish a three-year cycle for the review of the conditions of service and compensation for the members of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda, and to undertake the next comprehensive review at its sixty-eighth session. In addition, by its decision 66/556 B of 9 April 2012, the General Assembly deferred until the sixty-eighth session its consideration of the recommendations on the pension schemes for the members of the Court and the judges of the Tribunals, as proposed in reports of the Secretary-General (A/66/617) and the Advisory Committee on Administrative and Budgetary Questions (A/66/709) and in a letter from the President of the International Court of Justice addressed to the President of the General Assembly (A/66/726).

2. In order to facilitate consideration of the variety of issues to be reviewed, the report is presented as follows: section II is devoted to the remuneration of the members of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda; section III focuses on the other conditions of service of those

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individuals; section IV contains an analysis of the review and the Secretary-General's recommendations; section V indicates the financial implications in respect of those recommendations; and section VI refers to the next comprehensive review.

II. Remuneration

A. International Court of Justice

3. Article 32 of the Statute of the International Court of Justice provides, inter alia, that each member of the Court shall receive an annual salary (para. 1), and that the salaries and allowances shall be fixed by the General Assembly and may not be decreased during the term of office (para. 5).

4. The emoluments of the members of the Court are sui generis. However, on the occasion of the periodic comprehensive reviews of the emoluments and conditions of service of the members of the Court, information on the net remuneration of senior Secretariat officials, the Chair of the Advisory Committee on Administrative and Budgetary Questions, the Chair and Vice-Chair of the International Civil Service Commission and the members of the Joint Inspection Unit has been provided as a reference point for purposes of comparative assessment. Annex I to the present report illustrates the evolution of emoluments from 2005 to 2013 and compares them with the changes in the remuneration of senior Secretariat officials and that of full-time members of subsidiary bodies of the United Nations. To facilitate comparison, annex II contains a summary of the salaries of an Under-Secretary-General serving in The Hague, the members of the International Court of Justice and the judges of the International Criminal Court in euros and the equivalent in United States dollars at the official United Nations operational rate of exchange for the month concerned.

B. Ad hoc judges of the International Court of Justice

5. Under Article 31 of the Statute of the International Court of Justice, persons chosen by parties to cases before the Court to "take part in the decision on terms of complete equality with their colleagues" (para. 6) are known as ad hoc judges. Under Article 32, paragraph 4, of the Statute, they "shall receive compensation for each day on which they exercise their functions". The compensation of the ad hoc judges was first defined at the time when the original remuneration system of the Permanent Court of International Justice (the predecessor of the International Court of Justice) was established, back in 1922; it was then composed of two elements described as a "fee" and a "subsistence payment" and applied pro rata to the days when service was provided to the Court. In order to maintain the requirement of "complete equality" expressed in paragraph 6 of article 31 (as quoted above), with regard to variances created by the "subsistence payment" element and the ad hoc judges' place of residence, the General Assembly decided, in 1980 (resolution 35/220) and in 1985 (resolution 40/257), to redefine the compensation package of the judges of the Court.

6. The Secretary-General recalled that, for the purpose of payments to ad hoc judges, annual salary had been last defined in paragraph 3 of General Assembly resolution 40/257 as follows: ad hoc judges were to be compensated for each day

they exercised their functions, one three-hundred-and-sixty-fifth of the sum of the annual base salary and interim cost-of-living supplement payable at the time to a member of the Court (A/61/554, para. 84). Under this definition, the post adjustment system introduced in paragraph 7 of Assembly resolution 61/262 also applies to ad hoc judges.

7. Additional details on the historical background of the determination for the amount of the compensation of the ad hoc judges were presented in the report of the Secretary-General to the General Assembly at its fortieth session (A/C.5/40/32, paras. 35-41).

C. International Tribunal for the Former Yugoslavia and International Criminal Tribunal for Rwanda

8. By its resolution 827 (1993), the Security Council decided to establish the International Tribunal for the Former Yugoslavia and adopt its statute. Article 13, paragraph 3, of the statute provides that the terms and conditions of service of its judges shall be as they are for the judges of the International Court of Justice. By its resolution 955 (1994), the Security Council decided to establish the International Criminal Tribunal for Rwanda and adopted its statute. Article 12, paragraph 5, of the statute provides that the terms and conditions of service of its judges shall be the same as those of the judges of the International Tribunal for the Former Yugoslavia.

D. Ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda

9. Acting under Chapter VII of the Charter of the United Nations, the Security Council decided, by resolution 1329 (2000), to establish a pool of ad litem judges in the International Tribunal for the Former Yugoslavia.

10. In its resolution 55/249, the General Assembly endorsed the observations and recommendations of the Advisory Committee (see A/55/806, paras. 7-15) on the emoluments for and other conditions of service of the ad litem judges of the International Tribunal for the Former Yugoslavia, indicating that the annual salary of those individuals should be prorated for length of service.

11. In its resolution 1431 (2002), the Security Council decided to establish a pool of ad litem judges in International Criminal Tribunal for Rwanda. In his report (A/57/587), the Secretary-General proposed to establish conditions of service applicable to the ad litem judges of the International Criminal Tribunal for Rwanda based on the provisions of General Assembly resolution 56/285, concerning the emoluments and other conditions of service of the members of the International Court of Justice, the judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda and the ad litem judges of the International Tribunal for the Former Yugoslavia.

12. In its resolution 57/289, the General Assembly endorsed the conclusions and recommendations of the Advisory Committee (A/57/593, para. 23) on the conditions of service for the ad litem judges of the International Criminal Tribunal for Rwanda, which are the same as those applied to the ad litem judges of the International Tribunal for the Former Yugoslavia.

E. International Residual Mechanism for Criminal Tribunals

13. The International Residual Mechanism for Criminal Tribunals was established by the Security Council on 22 December 2010 (resolution 1966 (2010)) to carry out a number of essential functions of the International Criminal Tribunal for Rwanda and the International Criminal Tribunal for the Former Yugoslavia after the completion of their respective mandates. The branch of the Mechanism for the International Criminal Tribunal for Rwanda commenced functioning on 1 July 2012 and the one for the International Tribunal for the Former Yugoslavia, on 1 July 2013.

14. The Security Council, in its resolution 1966 (2010), requested the two Tribunals to take all possible measures to expeditiously complete all their remaining work, as provided in the resolution, no later than 31 December 2014, to prepare their closure and to ensure a smooth transition to the Mechanism, including through advance teams in each of the Tribunals. Annexes 1 and 2 to the resolution contain the statute of the International Residual Mechanism for Criminal Tribunals and the Transitional arrangements for the Tribunals. Article 8 of the statute of the Mechanism stipulates that the terms and conditions of service of the judges for each day on which they exercise their functions for the Mechanism shall be those of the ad hoc judges of the International Court of Justice. The terms and conditions of service of the President of the Mechanism shall be those of the judges of the International Court of Justice. In the event that the President of the Mechanism were to be elected from among the existing permanent judges of the Tribunals and were to be permitted to maintain his or her existing contractual relationship with the United Nations, his or her original conditions of service would continue to apply (A/66/709, para. 17). It should be noted that the current President of the Mechanism is also the President of the International Tribunal for the Former Yugoslavia.

15. The judges of the Mechanism will not receive any remuneration or benefits for being on the roster but only after they are appointed to exercise their functions within the Mechanism. For every trial and referral within the jurisdiction of the Mechanism, except for the cases of contempt, the President will appoint three judges from the roster to compose a Trial Chamber. In all other circumstances, the President shall appoint a single judge from the roster.

F. Common historical background

16. The General Assembly has conducted periodic reviews of the emoluments of the members and ad hoc judges of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda, the most recent comprehensive review having been undertaken at its sixty-fifth session (see A/65/134 and Corr.1), as requested by the Assembly in section I, paragraph 8, of its resolution 63/259.

17. In paragraph 6 of its resolution 61/262, the General Assembly endorsed the proposal of the Secretary-General contained in his report of 2 November 2006 (A/61/554, para. 80), whereby the annual salaries of the members of the International Court of Justice and the judges and ad litem judges of the two Tribunals would comprise an annual base salary with a corresponding post adjustment per index point equal to 1 per cent of the net base salary, to which would

be applied a post adjustment multiplier for the Netherlands or for the United Republic of Tanzania, as appropriate.

18. The Secretary-General had also proposed that, on the occasion of future revisions to the base salary scale applicable to staff in the Professional and higher categories that are effected through the consolidation of post adjustment multiplier points into the base scale with a corresponding readjustment in the post adjustment multipliers, the annual base salary of the members of the International Court of Justice and the judges and ad litem judges of the Tribunals also be adjusted by the same percentage and at the same time (A/61/554, para. 83).

19. As a result of the action taken by the General Assembly, after the last comprehensive review of this agenda item, in its resolutions 65/648 and 66/235 regarding a revised scale of gross and net salaries for staff in the Professional and higher categories, the annual base salary applicable to the members of the International Court of Justice and the judges of the two Tribunals was revised, in United States dollars, from $166,595 to $168,878, effective 1 January 2011, and from $168,878 to $169,098, effective 1 January 2012.

20. For comparison purposes, table 1 below sets out the salaries, including post adjustment, of the members of the International Court of Justice and the judges of Tribunals serving in The Hague, in euros and the equivalent in United States dollars at the official United Nations operational rate of exchange for the month concerned, as well as the salaries of the judges serving in Arusha, expressed in United States dollars.

Table 1

Salaries (including post adjustment) of the members of the International Court of Justice and the judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda serving in The Hague, expressed in euros and the equivalent in United States dollars, and salaries of the judges serving in Arusha, expressed in United States dollars, for the period from January 2011 to June 2013

Month and year	*Judges serving in The Hague (Euros)*	*Judges serving in The Hague (United States dollars)*	*Judges serving in Arusha (United States dollars)*
January 2011	15 915	20 913	19 266
February 2011	15 846	21 588	19 266
March 2011	15 839	21 757	19 238
April 2011	15 797	22 250	19 238
May 2011	15 237	22 573	19 238
June 2011	15 777	22 475	20 533
July 2011	15 779	22 573	20 448
August 2011	15 752	22 503	20 448
September 2011	15 163	22 039	20 448
October 2011	16 072	21 926	20 448
November 2011	15 541	21 982	20 786

Month and year	*Judges serving in The Hague (Euros)*	*Judges serving in The Hague (United States dollars)*	*Judges serving in Arusha (United States dollars)*
December 2011	16 107	21 476	20 786
Total, 2011	**188 825**	**264 055**	**240 145**
January 2012	16 458	21 264	20 785
February 2012	16 440	21 546	20 785
March 2012	16 399	21 983	21 067
April 2012	16 415	21 800	21 067
May 2012	16 416	21 743	21 067
June 2012	16 528	20 531	21 067
July 2012	16 519	20 545	21 335
August 2012	16 547	20 278	21 335
September 2012	16 509	20 715	21 335
October 2012	16 467	21 194	21 335
November 2012	16 459	21 320	21 335
December 2012	16 449	21 363	21 335
Total, 2012	**197 607**	**254 281**	**253 844**
January 2013	16 522	21 912	21 335
February 2013	16 482	22 363	21 335
March 2013	16 375	21 433	21 518
April 2013	16 584	21 180	21 518
May 2013	16 547	21 659	21 518
June 2013	16 547	21 574	21 518

III. Other conditions of service

21. The other conditions of service of the members of the International Court of Justice include the special allowance for the President and of the Vice-President when acting as President, the compensation of ad hoc judges, education allowance, survivors' benefits, travel and subsistence regulations and retirement benefits (see annex III).

22. The background of other conditions of service of the members of the Court is provided in the report of the Secretary-General submitted to the General Assembly at its forty-eighth session.[1]

23. In section VIII, paragraph 4, of its resolution 53/214, the General Assembly approved the recommendations of the Advisory Committee on, inter alia, the other conditions of service of the judges of the Tribunals. The background on other

[1] See A/C.5/48/66, paragraphs 16 to 21, on special allowances of the President and of the Vice-President when acting as President, paragraphs 22 and 23 on compensation of ad hoc judges, and paragraphs 24 to 31 on costs of educating children.

conditions of service of the judges of the Tribunals is provided in the report of the Secretary-General to the Assembly at its fifty-second session (A/52/520, paras. 19-21). These other conditions of service include the special allowance of the President and of the Vice-President when acting as President, the education allowance, survivors' benefits, travel and subsistence regulations and retirement benefits (see annex III).

24. In its resolution 56/285, the General Assembly endorsed the recommendations and observations of the Advisory Committee (A/56/7/Add.2, para. 8) on the other conditions of service, in which it reiterated its view that the members of the International Court of Justice should cover the total cost of their participation in the health insurance plans and that the Organization should not have to contribute at all to the cost of their participation.

A. Special allowance of the President and of the Vice-President when acting as President

International Court of Justice

25. Article 32 of the Statute of the Court provides that the President shall receive a special annual allowance (para. 2) and that the Vice-President shall receive a special allowance for each day on which he acts as President (para. 3). As is the case with remuneration, these allowances "shall be fixed by the General Assembly" and "may not be decreased during the term of office" (para. 5).

26. In its resolution 65/258, the General Assembly, noting that the workload of the President of the Court, and that of the Vice-President when acting as President, had increased since 1987 (the last time the allowance was adjusted), decided to increase their special allowance from US$ 15,000 to US$ 25,000 per year and from US$ 94 to US$ 156 per day, respectively.

International Tribunal for the Former Yugoslavia, International Criminal Tribunal for Rwanda and International Residual Mechanism for Criminal Tribunals

27. The amounts of the special allowance for the Presidents of the Tribunals, and the special allowance for the Vice-Presidents of the Tribunals when acting as President, are the same as those established for the President and the Vice-President of the International Court of Justice.

B. Assistance with education costs

28. The General Assembly, in paragraph 12 of its resolution 61/262, decided to extend its decision on the level of education grant for the members of the International Court of Justice and the judges of the two Tribunals. The International Civil Service Commission last reviewed the level of the education grant in 2012 (see A/67/30).

29. The background information on the genesis and evolution of the issue of assistance with education costs for members of the International Court of Justice and judges of the Tribunals is provided in reports of the Secretary-General

submitted to the General Assembly at its forty-eighth (A/C.5/48/66, paras. 24-29) and sixty-fifth (A/65/134, paras. 19-20 and 74-79) sessions.

30. In his last review (A/65/134, para. 79), the Secretary-General proposed to extend the education allowance entitlement to the eligible ad litem judges who have served for a continuous period of more than three years. The General Assembly, however, in its resolution 65/258, endorsed the recommendation of the Advisory Committee on Administrative and Budgetary Questions (A/65/533, para. 40) which declined this proposal, arguing that the terms of the letters of appointment signed by ad litem judges of both Tribunals remain binding, meaning that the extension of the terms of office of the ad litem judges does not give rise to any additional entitlements or benefits other than those which already exist.

31. The ad litem judges of the Tribunals do not get assistance with education costs.

C. Survivors' benefit

32. Concerning the establishment of a survivors' lump-sum benefit in the event of the death of serving members of the International Court of Justice, the General Assembly, in its resolution 40/257 C, approved the recommendation of the Advisory Committee to establish, in addition to the existing pension scheme, a death-benefit scheme for the members of the International Court of Justice. Under the provisions adopted by the Assembly, survivors of members of the Court who die while in office are compensated in the form of a lump-sum payment equivalent to one month of salary for each year of service, subject to a minimum of three months and a maximum of nine months of salary. This lump-sum benefit is distinct from the applicable survivors' pension benefits.

33. Concerning the establishment of a survivors' lump-sum benefit in the event of the death of serving judges of the Tribunals, based on its consideration of the note by the Secretary-General (A/C.5/54/30), the General Assembly, in paragraph 7 of its resolution 54/240 A, approved the recommendations of the Advisory Committee and established a lump-sum benefit whereby survivors of the judges would be compensated in the form of a lump-sum equivalent to one month of base salary for each year of service, subject to a minimum of one month and a maximum of four months. This lump-sum benefit is distinct from the applicable survivors' pension benefits.

D. Travel and subsistence regulations

34. In its resolution 37/240, the General Assembly approved the travel and subsistence regulations of the International Court of Justice. In section VIII, paragraph 5, of its resolution 53/214, the Assembly also approved the travel and subsistence regulations for the judges of the International Tribunal for the Former Yugoslavia and the judges of the International Criminal Tribunal for Rwanda contained in annex III to the report of the Secretary-General (A/52/520).

35. More background information on the issues of travel and subsistence allowances for members of the International Court of Justice and judges of the two Tribunals is provided in the report of the Secretary-General submitted to the General Assembly at its sixty-fifth session (A/65/134, paras. 26-28, 80 and 81).

E. Relocation allowance

36. The background information on the genesis and evolution of the relocation allowance payable to members of the International Court of Justice and judges of the two Tribunals is provided in the report of the Secretary-General submitted to the General Assembly at its sixty-fifth session (A/65/134 and Corr.1).

37. In its resolution 65/258, the General Assembly decided that the relocation allowance benefit received by the judges of the two Tribunals should be the same as that received by the members of the International Court of Justice.

38. Ad litem judges of the Tribunals are not eligible for a relocation allowance.

F. Issues related to the hardship classification of the duty station

39. In its report of 6 December 2001 (A/56/7/Add.2, para. 9), the Advisory Committee indicated that it had "no objection to the proposed change in the home leave travel of the judges of the International Criminal Tribunal for Rwanda to take account of the hardship classification of the duty station". In its resolution 56/285, the General Assembly endorsed that recommendation.

40. More background information on the issues related to the hardship classification of the duty station is provided in the report of the Secretary-General submitted to the General Assembly at its sixty-fifth session (A/65/134, paras. 31-33).

G. Retirement benefits

41. The General Assembly, in paragraph 5 of its resolution 65/258, decided to review at its sixty-sixth session the pension schemes for the members of the International Court of Justice and the judges of the two Tribunals. The Assembly also stipulated that options for defined-benefit and defined-contribution pension schemes should be included in the review, as well as a proposal for a mechanism that might be used to determine retirement pension benefits, taking into account acquired pension benefit rights accrued prior to serving in the Court or the Tribunals. The Secretary-General, in compliance with the foregoing request, submitted his report to the Assembly on 16 December 2011 (A/66/617).

42. In the above-mentioned report, the Secretary-General proposed four design options for pension scheme: defined-benefit, defined-contribution, cash lump-sum through hybrid defined-benefit/defined-contribution, and a two-tiered system of accumulation (the pension scheme currently applied to the members of the International Court of Justice and the judges of the two Tribunals). Based on the actuarial findings of the review, the Secretary-General identified the defined-benefit scheme to be an appropriate retirement benefit scheme for the new members of the Court and for any new judges of the Tribunals. The most favoured application of this scheme would be a linear system of accumulation of 3.7 per cent per year for 18 years of service and nothing thereafter. It was found that this linear approach would bring down the current actuarial cost of the pension entitlement from around 66 per cent to 44 per cent of the judges' base salary. The comments and concerns of the Court regarding the compatibility with its Statute of certain aspects of the proposal were brought to the attention of the President of the General Assembly in a letter

dated 1 February 2012 from the President of the International Court of Justice (A/66/726).

43. In its decision 66/556 B, the General Assembly deferred until the sixty-eighth session its consideration of the recommendations on the pension schemes for the members of the International Court of Justice and the judges of the two Tribunals, as proposed in reports of the Secretary-General (A/66/617) and the Advisory Committee on Administrative and Budgetary Questions (A/66/709), and in the letter from the President of the International Court of Justice addressed to the President of the General Assembly (A/66/726).

H. Ad litem judges

44. The background information on the genesis and evolution of the status of ad litem judges of the Tribunals and their conditions of service is provided in the reports of the Secretary-General submitted to the General Assembly at its sixty-fourth (A/64/635 and Corr.1) and sixty-fifth (A/65/134 and Corr.1) sessions.

45. In its resolution 64/261, the General Assembly decided that the matter of the difference in pension rights between ad litem judges and permanent judges of the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia should be resolved as a priority of the Assembly at the main part of its sixty-fifth session, and requested the Secretary-General to include a comprehensive actuarial study of the cost of extending pensions to the ad litem judges of the two Tribunals in his report requested pursuant to section I, paragraph 8, of Assembly resolution 63/259.

46. In its resolution 65/258, the General Assembly decided to grant a one-time ex gratia payment upon completion of service for ad litem judges of the Tribunals who have served for a continuous period of more than three years, on the basis of the length of time served exceeding those three years, in accordance with the schedule contained in table 2 below.

Table 2

One-time ex gratia payment schedule for ad litem judges of the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia

Term of service (years)	*Months of salary*
< 3	0.000000
4	2.054112
5	4.108225
6	6.162337
7	8.216449
8	10.270562

Note: Payment is prorated by number of months.

IV. Review and recommendations

A. Remuneration

47. The Secretary-General proposes that no change be effected in the current remuneration system of members of the International Court of Justice and judges and ad litem judges of the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Residual Mechanism for Criminal Tribunals on the occasion of the present periodic review.

B. Other conditions of service

Special allowance of the Presidents and of the Vice-Presidents when acting as President

48. The Secretary-General proposes that no change be effected in the special annual allowance of the Presidents and Vice-Presidents of the International Court of Justice and the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Residual Mechanism for Criminal Tribunals on the occasion of this periodic review.

Education costs

49. The Secretary-General proposes that no change be effected with the assistance of education costs for the members of the International Court of Justice and the judges of the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Residual Mechanism for Criminal Tribunals on the occasion of this periodic review.

Travel and subsistence regulations

50. The Secretary-General proposes that no change be effected in the travel and subsistence regulations in respect of members of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Residual Mechanism for Criminal Tribunals on the occasion of this periodic review.

Relocation allowance

51. The Secretary-General proposes that no change be effected in the relocation allowance of the members of the International Court of Justice and the judges of the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Residual Mechanism for Criminal Tribunals on the occasion of this periodic review.

Retirement benefits

52. The documents referred to in section III, subsection G, of the present report provide the necessary information regarding this item.

V. Financial implications

53. Should the General Assembly approve the recommendation of status quo for the elements contained in paragraphs 47 to 51 above relating to remuneration, the special allowance of the Presidents and of the Vice-Presidents when acting as President, education costs, travel and subsistence regulations and the relocation allowance, the standards for the costing of these items in the proposed budget for the biennium 2014-2015 would remain at the level of the revised 2012-2013 appropriation and would not entail additional resources requirements.

54. The financial implications regarding the proposals of the Secretary-General on a pension scheme for the members of the International Court of Justice and the judges of the two Tribunals are described in his report of 16 December 2011 (A/66/617, paras. 56-61).

VI. Next comprehensive review

55. In paragraph 10 of its resolution 65/258, the General Assembly decided to re-establish a three-year cycle for the review of the conditions of service and compensation for the members of the International Court of Justice and the judges and ad litem judges of the two Tribunals. The next comprehensive review will be undertaken at the seventy-first session of the Assembly.

Annex I

Changes in total annual net remuneration of members of the International Court of Justice, Secretariat officials and members of United Nations bodies, from January 2005 to January 2013

(in United States dollars, dependency rate)[a]

	2005	2006	2007	2008	2009	2010	2011	2012	2013
International Court of Justice									
President[b,c]	185 080	185 080	215 651	271 434	263 180	283 386	275 953	280 169	287 947
Index	100.0	100.0	116.5	146.7	142.2	153.1	149.1	151.4	155.6
Members of the Court[c]	170 080	170 080	200 651	256 434	248 180	268 386	250 953	255 169	262 947
Index	100	100.0	118.0	150.8	145.9	157.8	147.5	150.0	154.6
Senior Secretariat officials									
The Hague									
Under-Secretary-General[d]	202 737	182 902	205 128	225 465	218 337	235 787	220 739	224 380	231 098
Index	100	88.9	99.7	109.6	106.1	114.6	107.3	109.0	112.3
Assistant Secretary-General[e]	185 280	167 087	187 474	206 127	199 589	215 594	201 791	205 131	211 292
Index	100	88.8	99.7	109.6	106.1	114.6	107.3	109.1	112.3
Geneva									
Under-Secretary-General[d]	228 331	207 472	223 863	250 299	245 844	267 441	289 436	290 976	300 907
Index	100	100.8	108.8	121.6	119.5	129.9	140.6	141.4	146.2
Assistant Secretary-General[e]	208 755	189 623	204 657	228 905	224 819	244 626	264 800	266 212	275 320
Index	100	100.8	108.8	121.7	119.5	130.1	140.8	141.5	146.4
New York									
Under-Secretary-General[d]	205 809	217 966	217 975	224 783	239 282	239 241	239 263	245 703	245 703
Index	100	105.9	105.9	109.2	116.3	116.2	116.3	119.4	119.4
Assistant Secretary-General[e]	188 097	199 248	199 256	205 501	218 800	218 761	218 781	224 687	224 687
Index	100	105.9	105.9	109.3	116.3	116.3	116.3	119.5	119.5

	2005	2006	2007	2008	2009	2010	2011	2012	2013
Full-time members of subsidiary bodies									
Chairman, International Civil Service Commission/Advisory Committee on Administrative and Budgetary Questions[f]	189 077	196 240	199 965	207 564	211 515	215 545	217 600	224 833	225 162
Index	100	103.8	105.8	109.8	111.9	114.0	115.1	118.9	119.1
Vice-Chairman, International Civil Service Commission	179 077	186 240	189 965	197 564	201 515	205 545	207 600	214 833	215 162
Index	100	104.0	106.1	110.3	112.5	114.8	115.9	120.0	120.2
Members of the Joint Inspection Unit, Geneva	182 266	165 319	178 637	200 117	196 497	214 044	231 914	233 165	241 234
Index	100	90.7	98.0	109.8	107.8	117.4	127.2	127.9	132.4

[a] For the salaries paid in currencies other than United States dollars, the corresponding currency exchange rate of January of each year has been applied in this table.

[b] Includes a special allowance of US$ 15,000 a year from 2005 to 2010 inclusively and of US$ 25,000 a year from 2011 and on.

[c] In accordance with General Assembly resolution 61/262, effective 1 January 2007, the salary of the members of the International Court of Justice comprises an annual base salary with a corresponding post adjustment per index point equal to 1 per cent of the net base salary to which the post adjustment multiplier for the Netherlands applies.

[d] Includes a representation allowance of US$ 4,000 a year.

[e] Includes a representation allowance of US$ 3,000 a year.

[f] Includes a special allowance of US$ 10,000 a year.

Annex II

Salaries for senior officials in The Hague[a]

	Under-Secretary-General[b]		*Judge of the International Court of Justice*		*Judge of the International Criminal Court*	
	Euros	*United States dollars*	*Euros*	*United States dollars*	*Euros*	*United States dollars*
January 2011	13 999	18 395	15 915	20 913	15 000	19 711
February 2011	13 930	18 978	15 846	21 588	15 000	20 436
March 2011	13 922	19 124	15 839	21 757	15 000	20 604
April 2011	13 880	19 550	15 797	22 250	15 000	21 127
May 2011	13 385	19 829	15 237	22 573	15 000	22 222
June 2011	13 860	19 744	15 777	22 475	15 000	21 368
July 2011	13 861	19 829	15 779	22 573	15 000	21 459
August 2011	13 838	19 768	15 752	22 503	15 000	21 429
September 2011	13 325	19 367	15 163	22 039	15 000	21 802
October 2011	14 125	19 270	16 072	21 926	15 000	20 464
November 2011	13 658	19 319	15 541	21 982	15 000	21 216
December 2011	14 161	18 881	16 107	21 476	15 000	20 000
	165 943	**232 055**	**188 825**	**264 055**	**180 000**	**251 838**
January 2012	14 473	18 698	16 458	21 264	15 000	19 380
February 2012	14 453	18 942	16 440	21 546	15 000	19 659
March 2012	14 412	19 319	16 399	21 983	15 000	20 107
April 2012	14 428	19 161	16 415	21 800	15 000	19 920
May 2012	14 430	19 112	16 416	21 743	15 000	19 868
June 2012	14 543	18 066	16 528	20 531	15 000	18 634
July 2012	14 534	18 078	16 519	20 545	15 000	18 657
August 2012	14 563	17 846	16 547	20 278	15 000	18 382
September 2012	14 524	18 224	16 509	20 715	15 000	18 821
October 2012	14 481	18 638	16 467	21 194	15 000	19 305
November 2012	14 473	18 747	16 459	21 320	15 000	19 430
December 2012	14 463	18 784	16 449	21 363	15 000	19 481
	173 777	**223 614**	**197 607**	**254 281**	**180 000**	**231 643**
January 2013	14 521	19 258	16 522	21 912	15 000	19 894
February 2013	14 480	19 648	16 482	22 363	15 000	20 353
March 2013	14 397	18 844	16 375	21 433	15 000	19 634
April 2013	14 584	18 625	16 584	21 180	15 000	19 157
May 2013	14 546	19 039	16 547	21 659	15 000	19 634
June 2013	14 547	18 966	16 547	21 574	15 000	19 557

[a] Total net salaries: base salaries and post adjustment.

[b] At the dependent rate and includes a representation allowance of US$ 4,000 per year.

Annex III

Conditions of service and compensation for the members and the ad hoc judges of the International Court of Justice; for the judges and the ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda; and for the permanent members and the judges of the International Residual Mechanism for Criminal Tribunals

	International Court of Justice		*International Tribunal for the Former Yugoslavia / International Criminal Tribunal for Rwanda*		*International Residual Mechanism for Criminal Tribunals*	
	members	*ad hoc judges*	*judges*	*ad litem judges*	*President [member]*	*judges*
Annual net salaries [as of January 2013]	US$ 262,947 per annum, including post adjustment [January 2013 post adjustment multiplier for the Netherlands = 55.5]	1/365 of annual net salary per day worked	US$ 256,014 (Arusha)/ US$ 262,947 (The Hague) per annum, including post adjustment [January 2013 post adjustment multipliers = respectively, 51.4 and 55.5]	Same as permanent judges	US$ 262,947 per annum, including post adjustment [January 2013 post adjustment multiplier for the Netherlands = 55.5]	1/365 of annual net salary per day worked
Special allowance	President: $25,000 per annum Vice-President (when acting as President): $156 per day	Not applicable	President: $25,000 per annum Vice-President (when acting as President): $156 per day	Not applicable	President: $25,000 per annum	Not applicable
Travel expenses	**For resident judges**: Journey for judge, spouse, recognized dependant(s) upon appointment and termination to/from the seat of the Court from/to home established at time of appointment. Return journey for judge, installed spouse, recognized dependant(s) every second calendar year. **For non-resident judges**: A maximum of three return journeys for judge and one close relative residing with him/her every year, from his/her home at the time of appointment to the seat of the Court to attend	Return journey of any ad hoc judge, and one close relative residing with him/her, from his/her home to the seat of the Court or the place where the session is held, when the presence of the ad hoc judge is certified by the President of the Court as necessary for official business.	Journey for judge, spouse, recognized dependant(s) upon appointment and termination to/from the seat of the Tribunals from/to home established at time of appointment. Return journey for judge, installed spouse, recognized dependant(s) every second calendar year. Cost of excess baggage not allowable as an expense unless the excess is necessarily carried for official business reasons.	Same as permanent judges	Journey for the President, spouse, recognized dependant(s) upon appointment and termination to/from the seat of the Tribunal from/to home established at time of appointment. Return journey for the President, installed spouse, recognized dependant(s) every second calendar year. Cost of excess baggage not allowable as an expense unless the excess is necessarily carried for official business reasons.	Return journey of any ad hoc judge, and one close relative residing with him/her, from his/her home to the seat of the Court or the place where the session is held, when the presence of the ad hoc judge is certified by the President of the International Residual Mechanism for Criminal Tribunals as necessary for

	International Court of Justice		*International Tribunal for the Former Yugoslavia International Criminal Tribunal for Rwanda*		*International Residual Mechanism for Criminal Tribunals*	
	members	*ad hoc judges*	*judges*	*ad litem judges*	*President [member]*	*judges*
	sessions of the Court. **For all judges**: Cost of excess baggage not allowable as an expense unless the excess is necessarily carried for official business reasons.					official business.
Subsistence allowance	Payable under the conditions of standard rates applied to officials of the United Nations Secretariat plus 40 per cent	Not applicable	Payable under the conditions of standard rates applied to officials of the United Nations Secretariat plus 40 per cent	Same as permanent judges	Payable under the conditions of standard rates applied to officials of the United Nations Secretariat plus 40 per cent	Not applicable
Removal expenses	**For resident judges**: Full removal of household goods and personal effects. **For non-resident judges**: partial removal upon approval of the President of the Court	Not applicable	Full removal of household goods and personal effects. Non-removal not convertible to higher lump-sum benefit (eligible to opt for relocation grant $10,000 or $15,000)	Same as permanent judges	Full removal of household goods and personal effects	Not applicable
Assignment grant	**For resident judges**: Amount applicable to senior officials of the United Nations. **For non-resident judges**: up to one half of the amount applicable to senior officials of the United Nations, upon approval of the President of the Court.	Not applicable	Amount applicable to senior officials of the United Nations	Same as permanent judges	Amount applicable to senior officials of the United Nations	Not applicable

	International Court of Justice		*International Tribunal for the Former Yugoslavia / International Criminal Tribunal for Rwanda*		*International Residual Mechanism for Criminal Tribunals*	
	members	*ad hoc judges*	*judges*	*ad litem judges*	*President [member]*	*judges*
Relocation allowance	**For resident judges**: 24 weeks of annual net base salary (for nine continuous years of service or more) or 18 weeks of annual net base salary (for more than five but less than nine continuous years of service), payable upon completion of service and resettlement outside the Netherlands. For less than five continuous years of service, a lump sum prorated on the basis of the ceiling of 18 weeks of annual net base salary. **Entitlement not applicable to non-resident judges.**	Not applicable	Same as the members of the International Court of Justice	Not applicable	24 weeks of annual net base salary (for nine continuous years of service or more) or 18 weeks of annual net base salary (for more than five but less than nine continuous years of service), payable upon completion of service and resettlement outside the Netherlands. For less than five continuous years of service, a lump sum prorated on the basis of the ceiling of 18 weeks of annual net base salary.	Not applicable
Pension	Normal retirement age is 60. The amount of retirement benefit is 50 per cent of judge's annual net base salary (excluding post adjustment) prorated for less than 9 years of service (or approximately 0.468 per cent times net base salary for each of the first 108 completed months) plus 0.154 per cent net base salary for each additional month of service in excess of 108. Maximum 66.67 per cent of final salary. (Minimum of 3 years' service).	Not applicable	Same as members of International Court of Justice, prorated to account for difference in length in terms of appointment (i.e., 9 years for the Court, 4 years for the International Tribunal for the Former Yugoslavia/International Criminal Tribunal for Rwanda) (Minimum of 3 years' service)	One-time ex gratia payment upon completion of service, when applicable	Same as members of International Court of Justice, prorated to account for difference in length in terms of appointment (i.e., 9 years for the Court, 4 years for the International Tribunal for the Former Yugoslavia/International Criminal Tribunal for Rwanda) (Minimum of 3 years' service). If the President were to be elected from among the existing permanent judges of the International Tribunal for the Former Yugoslavia or the International Criminal	Not applicable

	International Court of Justice		*International Tribunal for the Former Yugoslavia / International Criminal Tribunal for Rwanda*		*International Residual Mechanism for Criminal Tribunals*	
	members	*ad hoc judges*	*judges*	*ad litem judges*	*President [member]*	*judges*
					Tribunal for Rwanda and were permitted to maintain his/her existing contractual relationship with the United Nations, his/her original conditions of service would continue to apply. Therefore, pursuant to Article 32, paragraph 5, of the Statute of the Court, any changes to the pension scheme that would lead to a decrease in pension benefits would not apply.	
Survivor's benefit	50 per cent of pension benefit or lump sum of twice pension benefit as final settlement	Not applicable	50 per cent of pension benefit or lump sum of twice pension benefit as final settlement	Not applicable	50 per cent of pension benefit or lump sum of twice pension benefit as final settlement	Not applicable
Education grant	**For resident judges**: actual cost of educating their children up to the levels applicable to United Nations staff. **Not applicable to non-resident judges.**	Not applicable	Applicable under the same rules and regulations governing United Nations staff	Not applicable	Actual cost of educating his/her children up to the levels applicable to United Nations staff.	Not applicable
Disability	Payment of salary during period of ill-health or disability that would prevent a member from performing his/her duty during the service period. No liability beyond that point.	Not applicable	Payment of salary during period of ill-health or disability that would prevent a judge from performing his/her duty during the service period. No liability beyond that point.	Same as permanent judges	Payment of salary during period of ill-health or disability that would prevent the President from performing his/her duty during the service period. No liability beyond that point.	Not applicable